

**Minooka Community High School District #111**  
**2024/2025 Seniority Roster - Teachers**

This list of continuing service in School District #111 has been prepared at the direction of the Board of Education for informational purposes only. Any good faith errors, omissions, transpositions, or other inaccuracies are regretted, but shall be subject to correction at any time based upon accurate information. No such inaccuracy shall obligate the Board of Education to any sequence of dismissal inconsistent with Section 24-12 of the Illinois School Code and applicable provisions of the collective bargaining agreement. Any teacher who believes that the information contained in this list is erroneous should advise the Superintendent's office and the Minooka Education Association immediately.

Notes:

- A. The seniority roster shows years of service through the current school year (2024/2025).
- B. This seniority list does not include individuals under probationary or contractual (multi-year) continued service who are currently holding administrative positions in the District.
- C. \* - One year leave of absence (does not impact seniority)
- D. Procedures and examples are contained in a separate document distributed with this list.

NAME	HIRE DATE	YEARS OF MCHS SERVICE	CERTIFICATE(S)	ENDORSEMENTS
<b>Teachers with contractual continued service contracts:</b>				
Bontrager, Trent	06/04/1992	33	Professional Educator License (PEL) Educator License with Stipulations (ELS)-Endorsed in Career and Technical Education (CTE)	BISC (Biological Science); BO (Botany); GADM (General Administrative); GESC (General Science); GRCO (Graphic Communications); RTVB (Radio and Television Broadcasting Technology / Technician CIP: 10.0202); SECE (Secondary Education); ZOO (Zoology)
Landers, Laura	07/19/1994	31	Professional Educator License (PEL)	ENGL (English); SP (Speech)
Riedmaier, Julia	07/21/1994	31	Professional Educator License (PEL)	ENGL (English); FREN (World Language - French); SECE (Secondary Education)
Benware, Randall	07/26/1994	31	Professional Educator License (PEL)	MUS (Music)
Belden, David	07/01/1996	29	Professional Educator License (PEL)	CIPS (Civics/Political Science); EC (Economics); ENGL (English); GADM (General Administrative); HI (History); NBPTS (Master Teacher Designation); SECE (Secondary Education); SO (Sociology); USHI (U. S. History); WOHI (World History)
Grosskopf, Dennis	09/19/1996	29	Professional Educator License (PEL)	CIPS (Civics/Political Science); EC (Economics); GEOG (Geography); SECE (Secondary Education); USHI (U. S. History); WOHI (World History)
Ebel, Renee	06/10/1997	28	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); SECE (Secondary Education)
Marino, Matthew	09/18/1997	28	Professional Educator License (PEL)	CIPS (Civics/Political Science); EC (Economics); PS (Psychology); SECE (Secondary Education); SO (Sociology); SOSOC (Social Science); USHI (U. S. History); WOHI (World History)

<b>NAME</b>	<b>HIRE DATE</b>	<b>YEARS OF MCHS SERVICE</b>	<b>CERTIFICATE(S)</b>	<b>ENDORSEMENTS</b>
Undesser, Richard	05/21/1998	27	Professional Educator License (PEL)	GADM (General Administrative); SECE (Secondary Education); SPAN (World Language - Spanish)
Danek, Heather *	06/18/1998	27	Professional Educator License (PEL)	ENGL (English); SP (Speech); SPTH (Speech/Theatre); THDR (Theatre/Drama)
Petrovic, George	08/20/1998	27	Professional Educator License (PEL)	HI (History); SECE (Secondary Education); SO (Sociology); USHI (U. S. History); WOHI (World History)
Bolek, Nicole	06/15/1999	26	Professional Educator License (PEL)	CIPS (Civics/Political Science); GADM (General Administrative); GEOG (Geography); SECE (Secondary Education); SO (Sociology); SOSC (Social Science); USHI (U. S. History); WOHI (World History)
Villani, Kimberly	07/27/1999	26	Professional Educator License (PEL)	BI (Biology); BISC (Biological Science); BO (Botany); CH (Chemistry); GESC (General Science); ZOO (Zoology)
Gummerson, Kevin	05/04/2000	25	Professional Educator License (PEL)	CIPS (Civics/Political Science); EC (Economics); HI (History); SECE (Secondary Education); USHI (U. S. History); WOHI (World History)
Schoolman, Paige	05/17/2000	25	Professional Educator License (PEL)	ACC (Accounting); BB (Basic Business); BUED (Business Education); GADM (General Administrative); INPR (Information Processing); PS (Psychology); SECE (Secondary Education)
Becker, Dana	06/15/2000	25	Professional Educator License (PEL)	ART (Art); SECE (Secondary Education)
Monti, Jon	06/15/2000	25	Professional Educator License (PEL)	BI (Biology); BO (Botany); CH (Chemistry); GADM (General Administrative); GESC (General Science); PHYS (Physics); SECE (Secondary Education); ZOO (Zoology)
Nehring, Jill	06/15/2000	25	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); SECE (Secondary Education)
Wendlick, Robert	06/15/2000	25	Professional Educator License (PEL)	CIPS (Civics/Political Science); EC (Economics); GADM (General Administrative); SECE (Secondary Education); SO (Sociology); SOSC (Social Science); USHI (U. S. History); WOHI (World History)
White, Bobbi	07/20/2000	25	Professional Educator License (PEL)	BI (Biology); BISC (Biological Science); BO (Botany); CH (Chemistry); GESC (General Science); PHYS (Physics); SCOU (School Counselor); SECE (Secondary Education); ZOO (Zoology)
Boe, Jason	08/17/2000	25	Professional Educator License (PEL)	GADM (General Administrative); PE (Physical Education); SDE (Safety & Driver Education); SECE (Secondary Education)
Morgan, Jenny	08/17/2000	25	Professional Educator License (PEL)	ENGL (English); SECE (Secondary Education)
Rapsky, Derrick	06/21/2001	24	Professional Educator License (PEL)	MATH (Mathematics); PE (Physical Education); SECE (Secondary Education)

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Thomas, Matthew	06/21/2001	24	Professional Educator License (PEL)	CIPS (Civics/Political Science); EC (Economics); GADM (General Administrative); HI (History); JO (Journalism); SECE (Secondary Education); SO (Sociology); USHI (U. S. History); WOHI (World History)
Prosek, Carrie	08/16/2001	24	Professional Educator License (PEL)	GADM (General Administrative); PE (Physical Education); SECE (Secondary Education)
Grozik, Laura	09/06/2001	24	Professional Educator License (PEL)	MATH (Mathematics); PE (Physical Education); SECE (Secondary Education)
Grzetich, Janel	06/18/2002	23	Professional Educator License (PEL)	ENGL (English); PRIN (Principal); SECE (Secondary Education); WOHI (World History)
Szwed, Kathleen	06/18/2002	23	Professional Educator License (PEL)	CIPS (Civics/Political Science); EC (Economics); SECE (Secondary Education); SO (Sociology); SOSC (Social Science); USHI (U. S. History); WOHI (World History)
Petrovic, Brian	05/06/2004	21	Professional Educator License (PEL)	BI (Biology); BO (Botany); SECE (Secondary Education); ZOO (Zoology)
Butterbach, Michael	05/20/2004	21	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); SECE (Secondary Education); SP (Speech); USHI (U. S. History); WOHI (World History)
Styrna, Karen	06/17/2004	21	Professional Educator License (PEL)	GADM (General Administrative); SECE (Secondary Education); SPAN (World Language - Spanish)
Lyons, Amy	06/17/2004	21	Professional Educator License (PEL)	GADM (General Administrative); HEED (Health Education); PE (Physical Education); SECE (Secondary Education)
Fisher, Jamie	06/17/2004	21	Professional Educator License (PEL)	BI (Biology); BO (Botany); CH (Chemistry); ES (Earth Science); GEOL (Geology); GESC (General Science); PHGY (Physiology); SECE (Secondary Education); ZOO (Zoology)
Hencinski, Leslie	07/15/2004	21	Professional Educator License (PEL)	ENGL (English); SECE (Secondary Education)
Kargle, Michael	07/15/2004	21	Professional Educator License (PEL)	ENGL (English); SECE (Secondary Education)
Harding, Philip	08/19/2004	21	Professional Educator License (PEL)	GADM (General Administrative); HEED (Health Education); SDE (Safety & Driver Education); SECE (Secondary Education)
Hanson, Jennifer	05/05/2005	20	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); SECE (Secondary Education)
Babich, Anthony	05/05/2005	20	Professional Educator License (PEL)	CH (Chemistry); GADM (General Administrative); PHYS (Physics); SECE (Secondary Education)
Walker, Adrianna	05/05/2005	20	Professional Educator License (PEL)	SPAN (World Language - Spanish); TSPA (Teacher Leader - Spanish (non-teaching))
Resner, Michael	05/19/2005	20	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics)

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Murphy, Kevin	05/19/2005	20	Professional Educator License (PEL)	AN (Anthropology); CIPS (Civics/Political Science); GADM (General Administrative); GEOG (Geography); HI (History); SECE (Secondary Education); USHI (U. S. History); WOHI (World History)
Holden, Hillary	07/21/2005	20	Professional Educator License (PEL)	GADM (General Administrative); HEED (Health Education); PE (Physical Education); SECE (Secondary Education)
Host, Joseph	07/21/2005	20	Professional Educator License (PEL)	PE (Physical Education); SDE (Safety & Driver Education); SECE (Secondary Education)
Richardson, Sharon	07/21/2005	20	Professional Educator License (PEL)	PRIN (PC) (Principal (Pre-Completion of Program)); SECE (Secondary Education); SSHI (Social Science-History)
Lundin, Nicholas	07/21/2005	20	Professional Educator License (PEL)	PE (Physical Education); SDE (Safety & Driver Education); SECE (Secondary Education)
Rapsky, Ann	04/06/2006	19	Professional Educator License (PEL)	ENGL (English); GADM (General Administrative); SECE (Secondary Education); TELA (Teacher Leader - English Language Arts (non-teaching))
Barney, David	04/06/2006	19	Professional Educator License (PEL)	HEED (Health Education); PE (Physical Education); SDE (Safety & Driver Education)
Anderson, Wesley	04/06/2006	19	Professional Educator License (PEL)	BUED (Business Education); EC (Economics); GADM (General Administrative)
Kruse, Shelly	04/06/2006	19	Professional Educator License (PEL)	CDC (Child & Day Care Services); CERM (Consumer Ed. & Resources Management); FC (Fashion & Clothing Services); GADM (General Administrative); IFRP (Interpersonal/Family Relationship/Parenting); IHM (Institutional/Home Management Services); SECE (Secondary Education)
Tancil, Alexa *	04/06/2006	19	Professional Educator License (PEL)	GESC (General Science); SCIB (Science-Biology); SECE (Secondary Education); TLEN (Teacher Leader - Environmental Science (non-teaching))
Nemeth, Rebecca	04/20/2006	19	Professional Educator License (PEL)	ENGL (English); LBSI (Learning Behavior Specialist I); SECE (Secondary Education); SREA (Reading Specialist)
Brown, Mark	04/20/2006	19	Professional Educator License (PEL)	SECE (Secondary Education); SSPY (Social Science-Psychology)
Tucker, Thomas	05/02/2006	19	Professional Educator License (PEL)	MATH (Mathematics); SECE (Secondary Education)
Wolfe, Jenny	05/02/2006	19	Professional Educator License (PEL)	MATH (Mathematics); SCOU (School Counselor); SECE (Secondary Education)
Brolley, Christopher	08/02/2006	19	Professional Educator License (PEL)	GADM (General Administrative); HEED (Health Education); PE (Physical Education); SECE (Secondary Education)
Kwasny, Tracy	04/19/2007	18	Professional Educator License (PEL)	DRED (Drivers Education); GADM (General Administrative); HEED (Health Education); PE (Physical Education)

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Ogden, Alison	05/10/2007	18	Professional Educator License (PEL)	BMC (Business, Marketing and Computer Education); GADM (General Administrative)
Burgess, Christina	05/10/2007	18	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); SECE (Secondary Education)
Kelly, Amy	05/10/2007	18	Professional Educator License (PEL)	BI (Biology); BISC (Biological Science); BO (Botany); GADM (General Administrative); GESC (General Science); NBPTS (Master Teacher Designation); SECE (Secondary Education); ZOO (Zoology)
O'Brien, Christine	05/10/2007	18	Professional Educator License (PEL)	ELA (English Language Arts); GADM (General Administrative); READ (Reading Teacher); SECE (Secondary Education)
Allen, Jason	05/10/2007	18	Professional Educator License (PEL)	MATH (Mathematics); SECE (Secondary Education)
Rolla, Ann	05/17/2007	18	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); SECE (Secondary Education)
Torrence, Beth	06/06/2007	18	Professional Educator License (PEL)	ELA (English Language Arts); ENGL (English); GADM (General Administrative); SECE (Secondary Education); TELA (Teacher Leader - English Language Arts (non-teaching))
Minich, Matthew	06/21/2007	18	Professional Educator License (PEL)	BI (Biology); BISC (Biological Science); BO (Botany); ES (Earth Science); GADM (General Administrative); GESC (General Science); SECE (Secondary Education); ZOO (Zoology)
Adams, Tracey *	05/01/2008	17	Professional Educator License (PEL)	MATH (Mathematics); PRIN (Principal); SECE (Secondary Education)
Pavelka, Samuel	05/01/2008	17	Professional Educator License (PEL)	GADM (General Administrative); SCIB (Science-Biology); SECE (Secondary Education)
Creagh, Julie	05/01/2008	17	Professional Educator License (PEL)	ELA (English Language Arts); SECE (Secondary Education)
Tanaka, Scott	05/15/2008	17	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); SECE (Secondary Education)
Easthon, Jeffrey	05/15/2008	17	Professional Educator License (PEL)	GADM (General Administrative); SPAN (World Language - Spanish)
Cornale, Kelly	05/15/2008	17	Professional Educator License (PEL)	CIPS (Civics/Political Science); DCHI (DUAL CREDIT: History); HI (History); SECE (Secondary Education); USHI (U. S. History); WOHI (World History)
Wikoff, Matthew	05/15/2008	17	Professional Educator License (PEL)	GADM (General Administrative); PE (Physical Education); SECE (Secondary Education)
Torres, Andres	06/18/2009	16	Professional Educator License (PEL)	ELA (English Language Arts); SECE (Secondary Education)
Hollmier, Erika	06/18/2009	16	Professional Educator License (PEL)	ELA (English Language Arts); GADM (General Administrative); SECE (Secondary Education)

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Sterr, Carol	07/08/2009	16	Professional Educator License (PEL)	DSE (Director of Special Education); EMH (Educable Mentally Handicapped); GADM (General Administrative); LBSI (Learning Behavior Specialist I); LD (Learning Disabilities); MR (Mental Retardation); SECE (Secondary Education); SED (Social/Emotional Disorders)
Harding, Matthew	04/15/2010	15	Professional Educator License (PEL)	GADM (General Administrative); HEED (Health Education); PE (Physical Education)
Dorick, Bradley	04/15/2010	15	Professional Educator License (PEL)	SCIB (Science-Biology); SCIC (Science-Chemistry); SECE (Secondary Education)
Hannigan, Monica	05/06/2010	15	Professional Educator License (PEL)	SCES (Science-Earth and Space Science); SECE (Secondary Education)
Spriggs, Nathan	07/21/2011	14	Professional Educator License (PEL)	GADM (General Administrative); HEED (Health Education); PE (Physical Education); SDE (Safety & Driver Education); SECE (Secondary Education)
Carlson, Kristin	07/21/2011	14	Professional Educator License (PEL)	SCOS (School Counselor - Supervising)
Hopkins, Jessica	07/21/2011	14	Professional Educator License (PEL)	SCOU (School Counselor)
Ferro, Angela	08/11/2011	14	Professional Educator License (PEL)	SCOU (School Counselor); SECE (Secondary Education); SSGE (Social Science-Geography); SSHI (Social Science-History)
Caruso, Melissa	12/15/2011	13	Professional Educator License (PEL)	SSW (School Social Worker)
Milnes, Erik	12/15/2011	13	Professional Educator License (PEL)	SSW (School Social Worker)
Corsi, Lauren	12/15/2011	13	Professional Educator License (PEL)	SPSY (School Psychologist)
Crandall, Rachel	02/16/2012	13	Professional Educator License (PEL)	ESL (English as a Second Language); LBSI (Learning Behavior Specialist I); LTRS (PC) (Learning Behavior Specialist II: Transition (Pre-completion of Program)); SECE (Secondary Education); SSHI (Social Science-History); SSPS (Social Science-Political Science); SSPY (Social
D'Aguanno, Vincent	02/16/2012	13	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)
Brown, Emily	02/16/2012	13	Professional Educator License (PEL)	ESL (English as a Second Language); LBSI (Learning Behavior Specialist I); PRIN (Principal)
Tate, Amy	02/16/2012	13	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I); SCGE (Elementary Education (Self Contained General Education), Kindergarten - Grade 9); SREA (Reading Specialist)
Koza, Lynn	02/16/2012	13	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I); SCGE (Elementary Education (Self Contained General Education), Kindergarten - Grade 9)
Saelens, Trinity	02/16/2012	13	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)

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Murdie, Linden	02/16/2012	13	Professional Educator License (PEL)	DSE (Director of Special Education); GADM (General Administrative); LBIS (Learning Behavior Specialist II: Behavior Intervention); LBSI (Learning Behavior Specialist I); LCAS (Learning Behavior Specialist II: Curriculum Adaptation)
Diamond, Nicole	04/19/2012	13	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I); SCGE (Elementary Education (Self Contained General Education), Kindergarten - Grade 9); TLAD (Teacher Leader)
Cash, Kelly	05/03/2012	13	Professional Educator License (PEL)	MATH (Mathematics); SECE (Secondary Education)
Robinson, Bryan	05/03/2012	13	Professional Educator License (PEL)	MATH (Mathematics); PRIN (PC) (Principal (Pre-Completion of Program)); SECE (Secondary Education)
Brown, Kristina	05/02/2013	12	Professional Educator License (PEL)	SCOU (School Counselor)
Pendergast, Christopher	06/20/2013	12	Professional Educator License (PEL)	PRIN (Principal); SECE (Secondary Education); SSEC (Social Science-Economics); SSGE (Social Science-Geography); SSHI (Social Science-History); SSPS (Social Science-Political Science)
Ketcham, Marialisa *	06/20/2013	12	Professional Educator License (PEL)	SECE (Secondary Education); SSHI (Social Science-History); TL (Teacher Leader)
Kump, Christine	06/20/2013	12	Professional Educator License (PEL)	SECE (Secondary Education); SPAN (World Language - Spanish)
Barello, Nicholas	06/20/2013	12	Professional Educator License (PEL)	PRIN (Principal); SCIB (Science-Biology); SECE (Secondary Education)
Gerk, Olivia	07/11/2013	12	Professional Educator License (PEL)	ELA (English Language Arts); SECE (Secondary Education)
Weiss, Troy	08/08/2013	12	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I); SECE (Secondary Education); SSHI (Social Science-History)
Williamson, Christopher	07/17/2014	11	Professional Educator License (PEL)	SECE (Secondary Education); SSHI (Social Science-History)
Groark, Michael	05/05/2015	10	Professional Educator License (PEL)	GADM (General Administrative); SECE (Secondary Education); TEED (Technology Education)
Yakush, Adam	05/21/2015	10	Professional Educator License (PEL)	TEED (Technology Education)
Maruszak, Ronald	07/16/2015	10	Professional Educator License (PEL)	ENGL (English); SECE (Secondary Education); TESP (Technology Specialist)
Kimberlin, Michael	07/16/2015	10	Professional Educator License (PEL)	ELA (English Language Arts); SECE (Secondary Education)
Heap, Michelle	08/27/2015	10	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); SECE (Secondary Education)
Listello, Christine	04/21/2016	9	Professional Educator License (PEL)	ART (Art); GADM (General Administrative); SECE (Secondary Education)

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Bonnar, Sarah	05/05/2016	9	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I); READ (Reading Teacher)
Rahn, Katie	05/05/2016	9	Professional Educator License (PEL)	SPAN (World Language - Spanish)
Cerovac, Sarah	05/05/2016	9	Professional Educator License (PEL)	SPAN (World Language - Spanish)
Garcia, Anthony	05/19/2016	9	Professional Educator License (PEL)	GADM (General Administrative); PE (Physical Education); SECE (Secondary Education); SSHI (Social Science-History)
Ziel, Julie	05/19/2016	9	Professional Educator License (PEL)	FACA (FACS - Apparel & Textiles); SECE (Secondary Education)
Swanson, Robert	06/16/2016	9	Professional Educator License (PEL)	SCIB (Science-Biology); SCIC (Science-Chemistry)
Shields, Trevor	07/21/2016	9	Professional Educator License (PEL)	SECE (Secondary Education); SSEC (Social Science-Economics); SSHI (Social Science-History); SSPS (Social Science-Political Science); SSSA (Social Science-Sociology and Anthropology)
Sherrick, Elizabeth	08/18/2016	9	Professional Educator License (PEL)	HEED (Health Education); PE (Physical Education)
Mullen, Michelle	08/18/2016	9	Professional Educator License (PEL)	GADM (General Administrative); LBSI (Learning Behavior Specialist I); LD (Learning Disabilities); SECE (Secondary Education); SED (Social/Emotional Disorders)
Keppner, Hannah	04/27/2017	8	Professional Educator License (PEL)	SPAN (World Language - Spanish)
Dorenkamper, Kevin	04/27/2017	8	Professional Educator License (PEL)	SCIC (Science-Chemistry)
Monferdini-Wilkey, Eleanor	05/04/2017	8	Professional Educator License (PEL)	FACN (FACS - Nutrition, Wellness & Hospitality); SECE (Secondary Education); SSSA (Social Science-Sociology and Anthropology)
Erickson, Michelle *	05/04/2017	8	Professional Educator License (PEL)	ENGL (English); SECE (Secondary Education)
Lehning, Nicole	05/18/2017	8	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)
Shanahan, Matthew	05/18/2017	8	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I); PRIN (Principal)
Cain, Kevin	08/20/2014	7	Professional Educator License (PEL)	BMC (Business, Marketing and Computer Education)
Cassidy, Kathleen	05/05/2016	7	Professional Educator License (PEL)	SCOU (School Counselor)
Adelmann, Kyle	03/22/2018	7	Professional Educator License (PEL)	MUS (Music)
Landstrom, Karolyn	06/20/2018	7	Professional Educator License (PEL)	ESL (English as a Second Language); Span (World Language - Spanish)

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Kipp, Kathy	06/20/2018	7	Professional Educator License (PEL)	AN (Anthropology); ENGL (English); SO (Sociology); USHI (U. S. History); WOHI (World History)
Williams, Matthew	01/17/2019	6	Professional Educator License (PEL)	PE (Physical Education); SECE (Secondary Education)
Welch, Marissa	02/21/2019	6	Professional Educator License (PEL)	ELA (English Language Arts); LIS (Library Information Specialist); SECE (Secondary Education)
Calder, Jonathan	03/19/2019	6	Professional Educator License (PEL)	FACN (FACS - Nutrition, Wellness & Hospitality); GADM (General Administrative); SECE (Secondary Education)
Kozola, Sarah	03/19/2019	6	Professional Educator License (PEL)	DHH (Teacher of Students Who are Deaf or Hard of Hearing)
Clark, Matthew	06/19/2019	6	Professional Educator License (PEL)	GADM (General Administrative); MATH (Mathematics); PE (Physical Education); SECE (Secondary Education)
Hamiti, Jennifer	06/19/2019	6	Professional Educator License (PEL)	SSW (School Social Worker)
Smith, Matthew	07/17/2019	6	Professional Educator License (PEL)	HEED (Health Education); PE (Physical Education); SDE (Safety & Driver Education); SECE (Secondary Education)
Baker, Candace	08/16/2018	5	Professional Educator License (PEL)	SECE (Secondary Education); SSGE (Social Science-Geography); SSHI (Social Science-History)
Madding, Susanne	04/15/2020	5	Professional Educator License (PEL)	ENGL (English); GADM (General Administrative); SECE (Secondary Education)
Watson, Patrick	04/15/2020	5	Professional Educator License (PEL)	GADM (General Administrative); PE (Physical Education)
Caldwell, Megan	05/20/2020	5	Professional Educator License (PEL)	ELA (English Language Arts)
Micetich, Nicholas	05/20/2020	5	Professional Educator License (PEL)	HEED (Health Education); PE (Physical Education); SDE (Safety & Driver Education)
Cichon, Stephanie	05/20/2020	5	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)
Rink, Anthony	05/20/2020	5	Professional Educator License (PEL)	ELA (English Language Arts)
Swiatek, Valerie	05/20/2020	5	Professional Educator License (PEL)	DHH (Teacher of Students Who are Deaf or Hard of Hearing); SREA (Reading Specialist)
Tagler, Christopher	06/17/2020	5	Professional Educator License (PEL)	BMC (Business, Marketing and Computer Education); SECE (Secondary Education); SOSC (Social Science); SSHI (Social Science-History)
Erickson, Christopher	08/19/2020	5	Professional Educator License (PEL)	CH (Chemistry); GADM (General Administrative); PHYS (Physics); SECE (Secondary Education)
Kaminski, Georgia	05/04/2021	4	Professional Educator License (PEL)	BMC (Business, Marketing and Computer Education); DNC (Dance)
Bell, Joshua	05/04/2021	4	Professional Educator License (PEL)	SSGE (Social Science-Geography); SSHI (Social Science-History)

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Flanagan, Ryan	05/04/2021	4	Professional Educator License (PEL)	GADM (General Administrative); PE (Physical Education); SDE (Safety & Driver Education); SECE (Secondary Education)
Cain, Christina	05/04/2021	4	Professional Educator License (PEL)	FACN (FACS - Nutrition, Wellness & Hospitality); SECE (Secondary Education)
Acosta, Brendan	07/21/2021	4	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)
Burton, Edson	07/21/2021	4	Professional Educator License (PEL)	DTA (Drama/Theatre Arts); ELA (English Language Arts); SECE (Secondary Education)
Baumann, Malarie	07/21/2021	4	Professional Educator License (PEL)	SCIB (Science-Biology); SCIC (Science-Chemistry); SECE (Secondary Education)

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NAME	HIRE DATE	YEARS OF MCHS SERVICE	CERTIFICATE(S)	ENDORSEMENTS
<b>Teachers with probationary contracts:</b>				
Norman, Kathryn	05/20/2020	5	Professional Educator License (PEL)	CSBO (Chief School Business Official)
Steward, JaRita	05/19/2021	4	Professional Educator License (PEL)	ELA (English Language Arts); GADM (General Administrative); SECE (Secondary Education); SREA (Reading Specialist); SUPT (Superintendent)
Caputo, Shayla	08/18/2021	4	Professional Educator License (PEL)	VART (Visual Arts)
Bednarz, Meghan	06/16/2021	3	Professional Educator License (PEL)	SCOU (School Counselor)
Barrera, Maia	04/20/2022	3	Professional Educator License (PEL)	ELA (English Language Arts); MATH (Mathematics)
Bell, Eleanore	04/20/2022	3	Professional Educator License (PEL)	DHH (Teacher of Students Who are Deaf or Hard of Hearing); ESL (English as a Second Language)
Ward, Dani	04/20/2022	3	Professional Educator License (PEL)	FACS (Family & Consumer Science)
O'Sha, Rebecca	04/20/2022	3	Professional Educator License (PEL)	SCES (Science-Earth and Space Science); SCIP (Science-Physics)
Davis, Robert	07/20/2022	3	Professional Educator License (PEL)	GADM (General Administrative); LBSI (Learning Behavior Specialist I); MATH (Mathematics); SECE (Secondary Education)
Harrison, Timothy	08/17/2022	3	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)
Sallade, Michael	10/19/2022	3	Educator License with Stipulations (ELS)-Endorsed in Career and Technical Education (CTEP)	ACDD (Architecture and Construction - Drafting and Design); ACEE (Architecture and Construction - Electrician); MNMC (Manufacturing - Machinist)
Kunz, Bradley	02/15/2023	2	Professional Educator License (PEL)	ELA (English Language Arts); ESL (English as a Second Language); PE (Physical Education); SECE (Secondary Education); SSHI (Social Science-History)
Kelly, Alison	02/15/2023	2	Professional Educator License (PEL)	HEED (Health Education); PE (Physical Education)
Vahl, Michael	03/15/2023	2	Professional Educator License (PEL)	SCIB (Science-Biology); SCIC (Science-Chemistry); SECE (Secondary Education)
Kanak, Tiffany	04/19/2023	2	Professional Educator License (PEL)	SSW (School Social Worker)
Pawlak, Abigail	04/19/2023	2	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)
Curatolo, Nicholas	04/19/2023	2	Professional Educator License (PEL)	MUS (Music)
Gnat, Dylan	05/17/2023	2	Professional Educator License (PEL)	TEED (Technology Education)
Kovanda, JoDec	05/17/2023	2	Professional Educator License (PEL)	PE (Physical Education); SDE (Safety & Driver Education)

<b>NAME</b>	<b>HIRE DATE</b>	<b>YEARS OF MCHS SERVICE</b>	<b>CERTIFICATE(S)</b>	<b>ENDORSEMENTS</b>
Flynn, Shannon	05/17/2023	2	Professional Educator License (PEL)	MATH (Mathematics)
Clancy, Meghan	06/21/2023	2	Professional Educator License (PEL)	FACA (FACS - Apparel & Textiles); HEED (Health Education); SECE (Secondary Education); SREA (PC) (Reading Specialist (Pre-Completion of Program))
Rubino, Kayla	08/09/2023	2	Professional Educator License (PEL) N/A	HEED (Health Education); PE (Physical Education); SDE (Safety & Driver Education)
Carter, Patrick	08/09/2023	2	Professional Educator License (PEL)	BI (Biology); CH (Chemistry); GESC (General Science); NBPTS (Master Teacher Designation); PE (Physical Education); PHYS (Physics); SDE (Safety & Driver Education); SECE (Secondary Education)
Temple, Jenna	10/18/2023	2	Educator License with Stipulations (ELS)-Endorsed in Career and Technical Education (CTE)	AGFNR (Agriculture, Food, and Natural Resources); BUMA (Business Management)
Hespell, Brett	03/20/2024	1	Professional Educator License (PEL)	GADM (General Administrative); SECE (Secondary Education); SSHI (Social Science-History)
Johnson, Julie	04/17/2024	1	Professional Educator License (PEL)	MATH (Mathematics); SECE (Secondary Education)
Bolsoni, Rylie	04/17/2024	1	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)
Woods, Aaron	04/17/2024	1	Professional Educator License (PEL)	CSBO (PC) (Chief School Business Official (Pre-completion of Program)); ESL (English as a Second Language); LBSI (Learning Behavior Specialist I)
Holzer, Jeremy	05/15/2024	1	Professional Educator License (PEL)	ESL (English as a Second Language); LBSI (Learning Behavior Specialist I); PRIN (Principal); SECE (Secondary Education); SSPS (Social Science-Political Science)
Schoolman, Michelle	05/15/2024	1	Professional Educator License (PEL) 73-School Service Personnel	SCOU (School Counselor)
Kooi, Andrew	05/15/2024	1	Professional Educator License (PEL)	MATH (Mathematics); SECE (Secondary Education)
McMahon, Bridget	05/15/2024	1	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I); SECE (Secondary Education)
Schrementi, Kimberly	05/15/2024	1	Professional Educator License (PEL)	LBSI (Learning Behavior Specialist I)
Brooks, Mialy	05/15/2024	1	Professional Educator License (PEL)	SSW (School Social Worker)
Elkei, Kerri	05/15/2024	1	Professional Educator License (PEL)	HEED (Health Education); PE (Physical Education); SCOU (School Counselor); SECE (Secondary Education)

<b>NAME</b>	<b>HIRE DATE</b>	<b>YEARS OF MCHS SERVICE</b>	<b>CERTIFICATE(S)</b>	<b>ENDORSEMENTS</b>
Moeller, Mark	05/15/2024	1	Professional Educator License (PEL)	SPSY (School Psychologist)
Grzywna, Nicole	06/12/2024	1	Professional Educator License (PEL)	ELEM (Elementary Education); LBSI (Learning Behavior Specialist I); SCGE (Elementary Education (Self Contained General Education), Kindergarten - Grade 9)
Wolfe, Brandon	06/12/2024	1	Professional Educator License (PEL)	HEED (Health Education); PE (Physical Education); SDE (Safety & Driver Education)
Hodges, Kevin	06/12/2024	1	Professional Educator License (PEL)	SSGE (Social Science-Geography); SSHI (Social Science-History); SSPS (Social Science-Political Science)

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NAME	HIRE DATE	YEARS OF MCHS SERVICE	CERTIFICATE(S)	ENDORSEMENTS
<b>Part-Time Teachers: Listed as a matter of courtesy. Part-time employees do not receive seniority.</b>				
Field, Renee	11/20/2024	1	Educator License with Stipulations (ELS)-Transitional Bilingual Educator (TBE)	BFRE (Bilingual Education Teacher - French)
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# Procedure for Establishing Seniority at MCHS

**The following information results from an examination of the past practices and patterns of determining seniority in an effort to clear up any confusion. These notes are a summary of an understanding reached between Dr. Middleton and Matt Thomas on Feb. 6, 2009.**

The 2008-2011 Collective Bargaining Agreement states in Article IV, Section K, Part 2:

*For the purposes of determining “length of continuing service” in the District, a teacher’s seniority date shall be the date when the teacher signs the initial employment contract with the District.*

Note: This language was included in the agreement in 2004. Prior to 2004 the date of employment as listed in the official minutes of the board of education was used, and followed the pattern of initial employment for part-time and full-time.

With that in mind ...

Seniority is, in fact, determined by when the teacher signs the initial employment with the District, regardless if the initial employment was part-time or full-time.

However, only full-time years count toward a teacher’s tenure status, and while the district maintains and distributes a list on probationary teachers, seniority as it pertains to reduction in force, or RIF, only takes effect once a teacher has tenure.

Once a teacher has tenure, his or her position will be placed on the seniority list based on “the date when the teacher signs the initial employment contract with the District.”

In addition, if a full-time teacher with tenure status later takes a mutually agreed upon part-time assignment, he or she continues on with the same position on the seniority list based on when the initial employment contract was signed. A teacher’s ranking or position on the seniority list is maintained as long as employment is maintained, including agreed upon leaves of absence.

## **Examples**

**Situation 1:** Mary signs her initial contract 8/1/04 as a part-time teacher. She teaches her first year part-time and her next four years full-time. Mike signs his contract 8/2/04 as a full-time teacher. He teaches his first four years full-time. In the fall of 2008, Mike is tenured and appears on the seniority list toward the bottom. Mary is not on the seniority list because she is not tenured yet. In the fall of 2009, Mary appears on the seniority list for the first time because she is now tenured. She also appears on the seniority list higher than Mike because she signed her initial contract before Mike.

**Situation 2:** Carl signs his initial contract 7/15/2001. He teaches his first four years full-time. Jane signs her initial contract 7/16/2001. She teaches her first four years full-time. In the fall of 2005, both are tenured, and Carl is positioned higher than Jane on the seniority list because he signed his contract before Jane. In 2007, Carl becomes a part-time teacher at his request and agreed upon by the district. Jane has always been full-time. Carl’s position is still higher on the seniority list than Jane’s because he signed his contract first.